

AT A GLANCE:



# M VALUING DIVERSITY



## WHAT'S THIS THEME ABOUT?

### Diversity is everywhere!

We no longer live and work in a limited marketplace – we’re now part of a worldwide community, with competition coming from every corner of the world. For this reason, organisations need diversity to become more creative, open to change and competitive.

Valuing diversity is not just about providing ‘equal employment opportunities’ to all – it’s about stretching beyond how a person looks and recognising the value of their uniqueness – their behaviours, ideas and perspectives. It is also about going out of our way to understand and leverage from different ideas and perspectives to benefit the organisation. The aim here is to create the right environment where difference is seen as an opportunity and doesn’t stop people from actively participating.

## WHY IS THIS IMPORTANT?

“Diversity is not about how we differ. Diversity is about embracing one another’s uniqueness.”  
– Ola Joseph

It’s easier to manage a team with the same values, beliefs and way of thinking as us. But if we’re all so similar, there will only be one way to do things – and it may not be the best way. With increased diversity comes an increase in perspectives and ideas. People from different walks of life – religions, cultures, generations, may have different experiences that provide them with unique perspectives on solving problems, attracting customers and interacting with colleagues. These fresh ideas may help the team and the organisation grow and expand in new directions.

This Management Matters theme helps managers (and their teams) work effectively in a diverse environment. It helps them identify the mix of perspectives that would be valuable in their teams and how to coordinate a diverse group.

## IDEAL OUTCOMES

‘Valuing Diversity’ is about our managers **knowing**:

- What we mean by diversity
- Why diversity matters and what value it brings to the workplace
- Why the organisation sees diversity as important

‘Valuing Diversity’ is about our managers **being able to**:

- Explore their own perceptions on diversity
- Identify and apply behaviours that demonstrate inclusiveness
- Create a team action plan to promote workplace diversity

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